

## CHAIRMAN'S CORNER

**Fred Aguiar**

**Chairman, Board of Supervisors**



Fred Aguiar

Since becoming a member of the Board of Supervisors in December of 1998, I've been fortunate enough to meet with many county employees, and they have helped educate me on the countless services this county provides. Every day I find more reasons to be proud of this county's incredibly diverse, talented and dedicated staff of true public servants.

For those of you who haven't gotten to know me, my wife of 33 years, Patti, and I live in the unincorporated area of Chino and have two cows, a sheep and several chickens. Our daughter Amy, son-in-law Randy and new grandson Bailey live in Minnesota. Before being elected to the Board of Supervisors, I served for 14 years in local government, both as a Council Member and as Mayor of the City of Chino. I then had the privilege of spending six years in Sacramento as a member of the California State Assembly.

As you certainly know, the past few years have been difficult for San Bernardino County, and especially for its employees. Quite suddenly and publicly, some problems that had been brewing behind the scenes came to the public's attention.

Fortunately, the small group of employees responsible for the scandal quickly departed the county's employ at around the time I took office and quite some time before the full scope of the corruption came into focus. However, the burden of cleaning up the mess left behind by these people and restoring the public's faith in the county has been left on the shoulders of the thousands of honest, hard-working county employees who had no knowledge of – much less involvement in – the embarrassing actions.

*(Continued on page 4)*

## CAO Will Randolph to Retire

County Administrative Officer William H. Randolph has announced that he will retire from his position as San Bernardino County's top non-elected official in July.

Mr. Randolph came to San Bernardino County in April 1999 following an extensive nationwide search for a new County Administrative Officer. He plans to remain in the area, travel extensively with his wife Gerta and spend as much time as possible with their new grandchild.

Mr. Randolph arrived at a very difficult time for the county. The previous CAO had left under the cloud of scandal, and the Board of Supervisors sought out someone with a strong reputation for ethical leadership and the ability to set the county back on the right course.

He accomplished everything he set out to do. Rather than wait for the authorities to reveal all that might be amiss with the county, he and the Board led an internal investigation that uncovered more in a few months than several law enforcement agencies had found in more than a year. The investigation led to the filing of two massive lawsuits against several defendants aimed at exposing more about the scandal and recovering everything that was taken by the defendants.

Mr. Randolph also developed and, with the Board, put into place more than a dozen reforms designed to restore the public's faith in county government and make it more difficult for corruption to occur in the future. These policies took aim at the county's real estate and purchasing practices, among other areas.

"I've enjoyed working with the staff of this county, who I found to have a great desire for helping the county recover from the unfortunate incidents of the past and rebuilding an organization dedicated to ethical public service," Mr. Randolph said.

The Board of Supervisors has launched a search for a new County Administrative Officer. ♦



Will Randolph

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## County Women's Network: Success through Support

By Monique Thomas, Staff Writer

The main room of the Masonic Temple was so silent that you could almost hear a pin drop. Rhonda Britton, the featured guest, had just recounted her tragic childhood scarred by the murder-suicide of her parents at the hand of her father — an event she personally witnessed. She spoke about her difficult early adult life dealing with the aftermath.

As she ended the story with the statement, "But here I am," the room erupted into thunderous applause.

Not every County Women's Network meeting is quite as intense. However, the organization's main objective of fostering the personal and professional growth of women creates an environment of inspiration and support.

CWN, a relatively new county organization, was founded on Feb. 1, 1995. The Board of Supervisors adopted a resolution on April 11, 1995 declaring its support for the network. The first membership meeting was held on the following day with approximately 200 people in attendance. Over the past six years, that number has increased to more than 350 active members.

Part of the organization's success lies in mentoring and scholarship programs aimed at improving lives and raising self-esteem.

The scholarship program was created to help members continue their education. Recipients can use the funds for such educational opportunities as taking a college course or attending a seminar. There is \$1,800 available in the fund. Scholarships are granted twice a year at up to \$300 per person.

The mentor program does not provide monetary benefits but rather support and career management tools for participants. Dena Smith, one of the two vice presidents for mentoring, describes the programs as "a systematic way for females in the county to help other members learn more about the county."



The CWN Board includes (Top row, left to right) Barb Medley, Vice President-Membership; Denise Lassiter, Vice President-Finance; De Ana Hernandez, Vice President-Mentoring; Betsy Starbuck, Vice President-Administration; Alvina Hollensbe, Vice President Communications; Melanie Vartanian, President, and Denise McGovern, Vice President-Programs. (Center) Brenda McCarthy, Vice President-Special Projects. (Bottom, left to right) Dena Smith, Vice President-Mentoring; Kathleen Broyde, Immediate Past President, and Linda Urquiza, Vice President-Publicity. (Not pictured) Debra Lopez, Vice President-Programs; Nancy Dugas, Vice President-West Valley, and Kerry Johnson, Vice President-Desert.

Photo by Wendy Mapes

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### The STRAIGHT ARROW

May 2001

Volume 1, Issue 2

#### Board of Supervisors

Bill Postmus ..... First District  
Jon D. Mikels ..... Second District  
Dennis L. Hansberger,  
Vice Chair ..... Third District  
Fred Aguiar, Chair ..... Fourth District  
Jerry Eaves ..... Fifth District

#### County Administrative Officer

William H. Randolph

#### Newsletter Staff

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B.J. Cruz ..... Associate Editor  
Monique Thomas ..... Staff Writer  
Silvia Schreiber ..... Design Layout  
Lee Keller ..... Staff Photographer

The Straight Arrow is a monthly publication produced by the County of San Bernardino Administrative Office in cooperation with the County of San Bernardino Board of Supervisors for the employees of the County of San Bernardino. Submissions and story ideas are encouraged and can be sent to the editor via e-mail at [dwert@cao.sbcounty.gov](mailto:dwert@cao.sbcounty.gov)

## Shine a Light on Child Abuse

By Susan Melanson, Children's Network

April was National Child Abuse Prevention month! The 2001 Child Abuse Prevention Campaign planning committees met and planned for the April events and activities. As the San Bernardino County Child Abuse Prevention Council, Children's Network chairs the planning committee and provides all of the necessary staff support to execute the campaign.

The National April Campaign educated the public about child abuse and services available for families finding themselves in crisis or in need of parenting assistance. As parents, most of us need tips on how to cope or get through difficult moments. Unfortunately, some parents do not have family or friends to support them during those times. Often, those same families lack the skills necessary to get them through the moment.

That's where valuable information circulated during April can make a difference to a child! San Bernardino County's 2001 campaign included almost 100,000 pieces including informational and educational brochures, fliers, activity pages, ribbons, bookmarks, buttons, stickers and more to help those families when the need arises. Billboards were posted in each region (some are still in place from the 2000 campaign), and buses also carry our message. If you wish to place these materials in your office, or if you would like to carry materials to meetings you attend, please call our office to request materials.

As you can see, we have another ambitious campaign underway this year. If you are interested in learning how you might be involved, or if you wish to obtain tickets, nomination forms or materials, please contact us at (909) 387-8966. ♦

## EXERCISES IN ETHICS

Reprinted with permission from PM magazine, the official publication of ICMA, the International City/County Management Association.

### Why Political Neutrality?

**M**ost city and county managers are so comfortable with the principle of political neutrality that they cannot imagine getting involved in anything more political than voting on Election Day. Others struggle within the constraints of Tenet 7 of the ICMA Code of Ethics, which admonishes members: "Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body." It is difficult for these managers to picture some of the conflicts that develop when an appointed administrator gets involved in a highly visible political activity.

Political neutrality helps protect a local government manager's reputation for fairness and impartiality. One city manager was censured for publicly criticizing the actions of a group of council members who were running for re-election. He gave little thought to the fact that the group he criticized was from one political party, or that the opponents would see his statements as partisan favoritism. He argued that he had "praised and criticized both Republicans and Democrats on an issue-by-issue basis." The city manager's credibility for impartiality was further undermined by the fact that he had served as the chairman of a political party – not surprisingly, the same political party that sought to unseat the council members he had criticized.

The ICMA Executive Board has revised its guideline on elections and adopted a new one on running for office, to further clarify the member's responsibility to avoid political activities that might undermine a manager's reputation for professionalism:

**Running for office:** Members shall not run for elected office or become involved in political activities related to running for elected office. They shall not seek political endorsements, financial contributions, or engage in other campaign activities.

**Elections:** Members share with their fellow citizens the right and responsibility to vote and to voice their opinions on public issues. However, in order not to impair their effectiveness on behalf of the local governments they serve, they shall not participate in political activities to support the candidacy of individuals running for any city, county, special district, school, state, or federal offices. Specifically, they shall not endorse candidates, make financial contributions, sign or circulate petitions, or participate in fund-raising activities for individuals seeking or holding elected office.

Some ICMA members have questioned why it is important for them to avoid making financial contributions to candidates for office, or attending a fund-raising event for a candidate. Some years ago, a city manager defended his decision to make small donations to candidates for the city council because he had supported two candidates: a Republican and a Democrat. Sadly, even though the community operates under the council-manager form of government, some candidates assumed that it was typical for managers to give campaign contributions.

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## Fraud, Waste & Abuse? Call 909-38-FRAUD

By Larry Walker, Auditor-Controller



Larry Walker

**T**hrough the adoption of many new policies and procedures, San Bernardino County has made great strides toward creating a hostile environment for fraud, waste and abuse.

Tragically, however, history proves that absolutely nothing can guarantee everyone will be honest all of the time. That's why Auditor/Controller-Recorder Larry Walker

created the Fraud, Waste and Abuse Hotline, which will mark its first anniversary next month.

By telephone, Internet, Intranet or mail, county employees, contractors, vendors and the public have been able to anonymously report problems ranging from violations of county policies to major crimes involving public resources.

During its first nine months, hotline reports have led to more than 50 inquiries by Walker's office and several more referrals to the Human Services System's Fraud Unit and to the state Health Services Department. Additionally, some hotline users have gotten answers to questions about county policies and procedures, perhaps preventing violations.

The Auditor/Controller-Recorder's office has resolved cases involving the misuse of county equipment - including vehicles and computers, cases involving managers supervising family members, and cases involving the falsification of county data. HSS has handled welfare fraud cases, while Medi-Cal fraud cases have been handled by the state.

Walker came up with the idea for a hotline while he was a member of the Board of Supervisors. He said people approached him with concerns about fraud, waste and abuse, but there was no system in place for people to safely report problems. As the Auditor and Controller, Walker serves as the county's fiscal watchdog, so his office seemed like the perfect place to host such a service.

"Fraud, waste and abuse threaten all of us in the county," Walker said. "The harm to the citizens we serve is obvious because the county operates with their tax dollars. However, county employees suffer, too, because misused resources can cost jobs, prevent pay increases, destroy morale and cause all of us public embarrassment."

The Auditor/Controller-Recorder Internal Audits Section monitors the hotline and confidentially evaluates the reports that come in. All reports are carefully screened and reviewed by a Fraud Hotline Committee, and are followed until satisfactorily resolved or referred to an appropriate agency.

Those who make reports to the hotline can do so anonymously – the system is not equipped with Caller I.D. However, they should leave as much information as possible since their call might be the only source of information on the incident they are reporting and would serve as the basis for the investigation.

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## County Women's Network *(Continued from page 2)*

The mentor program lasts for about nine months. It consists of four circles. Within each circle, there are two to four mentors and six protégés. The group meets twice a month and follows a curriculum. Smith believes that the strength of this program lies in shared learning among mentors and protégés alike.

"This is not a situation where protégés act as sponges and the mentors provide water. The mentors are there for guidance, and as facilitators, but everyone contributes and brings value. [It] should be an enriching experience for all involved."

Current President Melonee Vartanian knows first-hand the impact of these programs in one's attitude. "When I joined the organization I was a shy, quiet member in the back of the room," she laughed. "After the mentor program, I was an active participant volunteering for committees." Vartanian began as protégé and became a mentor the following year.

The organization has also had a profound effect on Wendy Mapes, a Clerk IV for Human Services System, Personnel. "CWN has had a positive influence on me, both professionally and personally. At CWN, I found the resources I needed to learn effective supervision skills and to improve my self-confidence." Mapes said. "It's a wonderful way to meet new people and to network with other professional women who can provide new perspectives and inspiration to succeed."

County Women's Network does not just improve the lives of its members. The organization also gives back to the community. For the December 2000 Holiday luncheon, the group presented donated toys to Heigh-Ho. CWN members worked throughout the season to collect toys. By the day of the luncheon, there were more than 100 unwrapped gifts that had been donated.

The County Women's Network is currently accepting applications for the 2001-02 Mentoring Program. The application deadline is June 1.

Perspective protégés must submit a written application including biographical information and a statement addressing how the program will be of benefit. Eligible applicants are CWN members employed with the County for at least two years.

The County Women's Network is an organization open to all employees of offices governed by the Board of Supervisors, SANBAG, LAFCO, and Superintendent of Schools, and to everyone supporting the network's objectives.

CWN has meetings every third Wednesday of each month, conveniently located at the Masonic Lodge at the corner of Arrowhead and Fourth Streets. The meetings are from 11:30 a.m. to 1:00 p.m. The meetings are educational and informative, consisting of a variety of speakers and topics, special events, and networking. Also available to the members is a mentoring program, as well as training days and scholarships.

CWN would like to invite anyone to attend a meeting and see for yourself the benefits provided. There is a \$5 non-member fee payable at the door. The dues are on a sliding scale and MOU funds may be used for payment of the dues. Applications and further information are available on the County Internet at [www.sbcounty.gov/cwn](http://www.sbcounty.gov/cwn) or County Intranet at "Countyline."

Information on the network, including membership, is available through Barb Medley at (909) 425-9796, Ext. 208. ♦



*Toy donations at the December 2000 Holiday luncheon made the holidays happy for many children.*

## Chairman's Corner *(Continued from page 1)*

This difficult task has created a unique and sometimes awkward dynamic between county staff and the Board. As elected officials, it is our duty to reflect and address the interests and concerns of the residents. Given the shocking revelations, those residents have demanded reform, tighter controls and additional oversight. And I can safely say that I and my fellow Board members agree that the many policies and practices that have been instituted over the past two years have been absolutely essential to not only developing a more responsible county, but a county that is winning back the public's trust.

On the other hand, I am very aware that these sometimes seemingly restrictive policies combined with the additional questioning that now occurs during Board of Supervisors meetings cause you, the staff, to wonder whether Board members trust you. I see how it might seem unfair at times that you, the diligent county employees who kept the county running while a

few others cheated the public, have to endure the suspicion such actions create.

I can assure you, however, that the Board believes in you and trusts you. And we admire the way you have persevered during these difficult times. These difficulties, though, serve to remind us that we are in business to serve and be accountable to the public. And you should keep in mind that when Board members adopt new policies and ask tough questions, it isn't because we believe there are still wrongdoers amongst us. It's because the public needs to be assured – especially now – that their affairs are being conducted fairly and responsibly.

Over the next two years as I serve as Chairman of the Board of Supervisors, I hope to have the opportunity to meet more of you and learn more about the role each of you play in making this county a great place to live and work. I look forward to learning and understanding more about the challenges we face, and listening to your ideas on how we can build upon the great things we're already doing. ♦

## Naming the Newsletter Comes Full Circle: Julia DeJesus from DAAS Administration wins the contest

By David Wert, Editor

**H**ave you ever been advised to follow your instincts? Well, if we on the newsletter staff had done that we could have saved everyone a lot of time and trouble. However, we wouldn't have had a winner in the Name the Newsletter Contest.

Associate Editor B.J. Cruz came up with *The Straight Arrow* long before the first edition went to press in December. It was one of about half a dozen incredibly clever names B.J. seemed to rattle off the top of her head when the rest of us were struggling for ideas.

We almost went ahead with the idea, but thought it would be fun to hold a contest instead. A contest would also give everyone in the county family a sense of ownership in the newsletter.

The contest turned out to be a big success. We received more than 450 entries – far more than we expected. In fact, going through all the entries, sorting them out, compiling a list for the judges and the judging itself all contributed to the lateness of this second edition.

However, when all was said and done, several of you also suggested *The Straight Arrow*, and that was the top choice of the judging panel, which consisted of myself, B.J., County

Administrative Officer Will Randolph, Will's executive assistant Virginia Adams, Supervisor Jon Mikels' Chief of Staff and former longtime Editor of the Inland Valley Daily Bulletin George Collier, and Board Chairman Fred Aguiar's Chief of Staff Scott Reid.

Needless to say, as a judge and staff member, B.J. can't accept the prize. So the four Orchestra-section seats to a 2001 show at the Glen Helen Blockbuster Pavilion will go to Julia DeJesus, Secretary with the Aging & Adult Services Department, who was the first person after B.J. to suggest the name.

As far as the name is concerned, *The Straight Arrow* smartly succeeds on a number of fronts. It incorporates the County's arrowhead symbol while assuring readers that they're receiving reliable information about the organization for which they work. For the time being, it also reminds us and the rest of the world that we're part of what is essentially a new county that's fully recovering from the mess left behind by a few former employees. Hopefully, we'll have to emphasize that point less and less as the healing process continues.

Anyway, we hope you find this edition is better than the one that preceded it, which, by the way, will always be our goal. Thank you for reading. ♦



## Blood Donors Come Out In Full Force

By BJ Cruz, Associate Editor

**W**henver there is an urgent need, the County Government Center has been used to hold "emergency blood drives" for the blood bank. And each and every time, the employees of the County of San Bernardino have answered the call. This past drive, which was held on March 7<sup>th</sup> was no exception.

With non-emergency surgeries being cancelled at hospitals and the supply of blood well below 1,000 pints, the blood bank was desperate and asked if we could do a drive with less than three days' notice! The blood bank had set a goal of 40 donations (figuring on the short notice and 5-hour time slot). Notices were sent to regular donors at the County Government Center and although there were 30 donors signed up by the second day, it was nowhere close to what was needed (figuring in deferrals etc.). Desperate, more e-mail groups were sent notices pleading for donations, trying to capture "new" donors or others who donated but were not on the CGC list of donors.

Then it happened. Phone calls and e-mails were coming in faster than could be handled from people wanting to donate blood. It was unbelievable! But what was more amazing was walking downstairs the day of the blood drive and seeing all the employees waiting patiently in line to donate. By the end of the day we had 91 participants, with only 14 deferrals, PLUS we had 18 FIRST TIME DONORS! We collected 77 pints of blood, almost doubling our projected goal. We could have easily doubled our projection as there were at least 5 donors who wanted to give but could not wait in line because of other commitments.

So, to those that participated in the blood drive (and those that wanted to), here's a heartfelt thank you to each and every one of you!

Acuna-Lopez, Sally  
Amaya, Doralis  
Amparan, Patricia  
Andrews, Ronnie  
Anthony, Traacey  
Ashton, Haylee  
Belcher, Stacey  
Budd, Monica  
Bushey, Theresa  
Cabeza, Oralia  
Cabrera-Smith, Yanir  
Carlin, Teresa  
Chapman, Bonnie  
Christian, Rajan  
Clark, Jack

Conway, Linda  
Cordero, Regina  
Daro, Kimberley  
Delgadillo, Wanda  
DeSantis, Thomas  
Ebro, Joanne  
Elder, Theresa  
Elshof, Christena  
Fangerow, Kay  
Ferris, Veronica  
Fitch, Katharine  
Foster, Linda  
Gibson, Dave  
Gilleland, Aaron  
Hale, Laura

Hendricks, Tina  
Henopp, Rhonda  
Hickey, Angelina  
Higgins, Kathleen  
Hildreth, Martin  
Hillyer, Sean  
Hollensbe, Alvina  
Honseler, Cathy  
Jimenez, Elsie  
Kendrena, Donna  
Kentner, Tressa  
Kim, Michele  
King, Pamela  
Kuhlman, Gary  
Landeros, Leanne

Larocco, Linda  
Larsen, David  
Lilly, Jemal  
Lowe, Janet  
Maldonado, Shirley  
Martin, Diane  
Matney, Tena  
Mickey, Susan  
Mishodek, Irma  
Mogul, Karen  
Mowles, Lorraine  
Muro, Jesus  
Murphy, Bronwyn  
Ontiveros, Jessica  
Perez, Anabel

Perez, Brenda  
Perkins, Stacey  
Quinones, Roberta  
Rajagukguk, Haratua  
Rakhra, Ravinder  
Ramirez, Catherine  
Rendon, Vibiana  
Rivas, Elizabeth  
Rodriguez, Alma  
Rodriguez, Roy  
Rolf, Brent  
Saucedo, Celia  
Schatz, John  
Seals, Twanda  
Seasholtz, Laura

Senn, Tonya  
Shieh, Arleen  
Soto, Josephine  
Suttles, Barbetta  
Thomas, Myrna  
Torrez, Joe  
Tovar, Ruth  
Trogdon, Christine  
Ulloa, Ernesto  
Vartanian, Melonee  
Vasiga-Railsback, MI  
Weiss, Rita  
White, Bonnie  
Youngblood, Anissa  
Zavala, Sandra  
Zschoche, Connie ♦

## Supervisors Sworn In and Choose Aguiar as Chairman

Supervisors Bill Postmus, Dennis Hansberger and Jerry Eaves officially began their new four-year terms in December, vowing to provide strong leadership in serving the needs of the people of San Bernardino County.

In January, the Board selected Supervisor Fred Aguiar to succeed Supervisor Jon Mikels as Board of Supervisors Chairman and selected Supervisor Hansberger as Vice Chairman. As Chairman, Supervisor Aguiar will preside over meetings of the Board of Supervisors and act as the Board's general executive agent.

"I commit to each one of you to continue to work with you as you continue to move the county forward. I look forward to working with the staff and every single employee in the County of San Bernardino to make the county a better place to live, work and play," Chairman Aguiar said.

"In the last four years we've made tremendous progress. We're rebuilding our team. From here we have to address employment, public safety, mobility, education, and access to cultural opportunities," Supervisor Hansberger said. About 300 invited guests and other San Bernardino County residents and employees witnessed Supervisors Eaves, Hansberger and Postmus take the oath of office during ceremonies in the County Government Center Hearing Chambers in San Bernardino. ♦



The chairmanship is passed from Supervisor Jon Mikels (left) to Supervisor Fred Aguiar.



Judge Douglas Fettel swore in Supervisor Eaves.



Supervisor Postmus speaks following his swearing in.



Clerk of the Board of Supervisors Earlene Sproat, who retired in December, swore in Supervisor Hansberger.

Photos by Lee Keller

## Exercises in Ethics

(Continued from page 3)

One candidate for the council even said he would expect all appointed city employees to donate to his next campaign.

Fortunately, other council members disagreed, pointing out that a truly professional manager would never make a political contribution to someone who might be acting as his or her supervisor. It's never good for a local government manager to get involved in partisan politics, one of these council members commented. And, from ICMA's point of view, the manager has a responsibility to treat all members – or prospective members – of the governing body equally and impartially.

**Impartiality:** But what about campaign contributions to other political offices, such as seats in the state legislature? What problems might these contributions cause? Perhaps the most obvious problem is that campaign contributions to candidates necessarily show up as support for a particular party. Local government managers' reputations for impartiality are harmed if they become identified with any such partisan political activity.

And in today's world of term limits, there may be another unexpected surprise for the local government manager in the future. In time, these same state legislators may be looking for other political offices after serving out their maximum terms. Before long, the managers who supported them might see their former state legislator running for mayor or for an opening on the county board of supervisors.

As one manager has reflected, "Tempting though it may be to wish to support candidates who are sympathetic to the issues of local government management, candidates may have a wider manifesto. By supporting particular candidates, the member could be seen by the public to be endorsing publicly a candidate running in a series of campaigns of which local government management is only one. In my view, the safest course is to follow the guideline on elections to the letter and not be involved personally or with an organization which campaigns for candidates for the state legislature."

The inquiries and advice in this column are reviewed by ICMA's Committee on Professional Conduct to give guidance to ICMA members in the big and little ethical decisions they make daily. The advice does not necessarily reflect County of San Bernardino policy. ♦

## Ad Campaign Honors County Employees

Being a public servant at times may seem like a thankless task, especially if you come in contact with the public only when someone is frustrated or facing a crisis.

That's why Arrowhead Credit Union and *The Sun* newspaper teamed up earlier this year to launch an advertising campaign honoring a "County Employee of the Week" with a quarter-page, full-color ad with photo each Wednesday in *The Sun*.

Once a month each county department is asked to nominate an employee who does exemplary work on the job and, hopefully, in their community as well. A panel composed of the county's top administrators then judges the entries and decides which four will be honored with ads in *The Sun* during the coming month.

Honors so far have gone to Carol Castronovo, County Fire; Renee Penney, Information Services; Judy Sbardellati, Library; Paul Garcia, Architecture & Engineering; Steve Doan, Medical Center; Soir Rabadi, Probation; Bob Brooks, Vehicle Services; Melanie Reneau, Auditor/Controller-Recorder; Emerardo "Sonny" Bantilan, Library, and Kathy Kubesh, Human Services System.



Paul Garcia

Two additional employees are honored each week as "Honorable Mentions."

Perhaps you're wondering what becomes of the nominations that aren't selected. Well, so far, so few entries have been made that everyone who

has been nominated has ended up in an ad as either an Employee of the Week or an Honorable Mention.

If you know of someone who deserves this honor, please write a few paragraphs describing why this person deserves to be recognized and submit it to your department head. ♦



Carol Castronovo

## County Leads The Way in Effort to Conserve Electricity

That clicking sound you hear as you pass by a County of San Bernardino office might be the sound of county employees shutting off some of their lights, idle computer equipment, space heaters and other electrical equipment.

Gov. Gray Davis has asked everyone in the state to reduce electricity consumption by 7 percent. The San Bernardino County Board of Supervisors set a higher standard by unanimously passing a resolution challenging the county to immediately reduce its electricity use by 10 percent and encouraging county residents and businesses to do the same.

County Administrative Officer Will Randolph subsequently directed county departments to take the following measures:

- Shut off all non-essential lighting, especially in unoccupied rooms.
- Switch off all personal computers, printers, copiers and other electrical equipment when not in use. Discontinue the use of portable electrical devices such as space heaters, fans and radios.

"We will be developing additional suggestions and requirements to meet the goal of the Board's resolution," Mr. Randolph wrote to all of the county's 18,600 employees. "Unfortunately, the energy crisis is real, and we need the help of each one of you to conserve energy whenever possible."

This isn't all the county is doing to address the energy crisis. Last month, the Board of Supervisors acted to help thousands of San Bernardino County residents pay their energy bills and make their homes energy efficient.

The supervisors approved two agreements with the Department of Community Services and Development in which the state will provide more than \$2 million in funding to help about 11,428 low-income households with their electric and gas bills, make 860 homes more energy efficient, assist 423 households that use wood for heating, and repair or replace furnaces in 81 homes. ♦



## Fraud, Abuse & Waste

(Continued from page 3)

County employees, or anyone, should call the hotline to report suspected fraud, misuse of county resources by employees, vendors or contractors, and significant violations of county policy. Examples include theft, embezzlement, bribes, kickbacks, conflicts of interest, the filing of a fictitious expense or travel claim, and unauthorized use of county equipment.

"I support the administrative chain of command, and I encourage every employee to seek to resolve concerns through normal channels whenever possible," Auditor/Controller-Recorder Walker stated. "However, when the chain of command doesn't work, this Hotline is available to assure that every concern about possible wrongdoing in our county is fully looked into. I hope every employee, vendor or member of the public who has any indication of such activity will call."

The hotline can be reached by calling (909) 38-FRAUD – (909) 383-7283. A form can also be filled out and submitted over the Internet at <http://www.sbcounty.gov/acr/hotline.htm> or on the county's Intranet at <http://countyline/acr/>. Reports can also be mailed to Fraud, Waste and Abuse Hotline; Auditor/Controller-Recorder; P.O. Box 6789; San Bernardino CA 92412-6789. ♦



## This Old House

By Ken Taylor, Building & Construction Engineer

The Yorba-Slaughter Adobe, a California State Historical Landmark, is one of the oldest standing residences in San Bernardino County. Recently, the County Architecture & Engineering Department (A&E) completed a major seismic rehabilitation and restoration of the adobe after approval of a \$224,889 construction contract by the Board of Supervisors. Fourth District Supervisor Fred Aguiar and his staff played an essential role in the project by bringing several county departments together, including Museums, Risk Management, Economic and Community Development, and A&E, to iron out funding issues and make each successive phase of the project a reality.

Raymundo Yorba built the adobe in 1852 on an 18,000-acre rancho in what is now the southern part of Chino. In 1868, Fenton Slaughter, a livestock broker, blacksmith and surveyor who served as a San Bernardino County Supervisor from 1885-1890, purchased the property. The residence was originally constructed with four rooms on the main floor, three rooms in a sleeping loft and wide porches on all four sides. The porch on the south side was later enclosed.



The Yorba-Slaughter restoration project has not only given the adobe a much greater ability to resist future earthquakes but has returned the building to its 19th century appearance. The project, under the guidance of A&E project manager Paul Garcia, was divided into three phases.

The first phase of the project primarily involved the seismic strengthening of the adobe building and the adjacent 1909 vintage caretaker's residence. This included beefing up the roof and attic assemblies with additional structural members, securing the roofs firmly to the walls, completely re-roofing both buildings, repairing interior cracks, and repainting the interior walls, doors and ceilings. The second phase was the most dramatic. In this phase, a 1950's era apartment, which had been added on to the West End of the adobe, was completely demolished. In its place, a porch was built which matches the original design, thereby restoring the building to its historic appearance. The third phase mostly involved patching and repainting the exterior walls, doors and windows.



Between 1916 and 1929 the adobe was unoccupied and was even used during this time to grow mushrooms. Julia Fuqua Slaughter, daughter of Fenton and Dolores Slaughter, initiated the first restoration of the adobe in 1928, and in 1934 it was designated a California Historical Landmark. In 1971, the property was donated to the County of San Bernardino. The Northridge earthquake, which occurred in 1994, caused noticeable damage to the structure and gave impetus to the seismic rehabilitation project.



Before the construction work began, Museums carefully sorted and packed all of the historic artifacts on display at the adobe and then moved them to a secure location. Afterward, the artifacts were unpacked, cleaned and placed in their proper locations within the house so that the interior once again reflects life as it was in the 19th century.

The Yorba Slaughter Rehabilitation project was one of nearly 70 County Capital Improvement Projects finalized during fiscal year 1999/2000 by the Architecture and Engineering Department. Other recently completed projects include the Fogelsong Park Pool Rehabilitation in Barstow, site development for phase II of the West Valley Juvenile Housing Facility in Rancho Cucamonga, re-siding of the Twin Peaks County Building, and modernization of the County Government Center Elevators.



The Yorba Slaughter adobe is located at 17127 Pomona Rincon Road in Chino immediately east of Highway 71 (the Corona Expressway) and adjacent to the Prado Olympic Shooting Park. It can be reached by taking Highway 71 to Euclid Avenue and then turning north on Pomona Rincon Road. ♦



## FIRST PERSON

### County Employee Searching for a House Gets a Home From a Coworker

By Sandra Witt, Department of Children's Services

I came to work for the Department of Children's Services more than a year ago and have shared my cubicle with Carol Saar, whom I call "roomy."

I received an incredible gift from Carol this Christmas. When we first met, I was discussing my childhood with Carol and had mentioned that as a little girl growing up I'd never had a dollhouse. After that, I had pretty much forgotten that I'd ever mentioned it and I didn't bring it up again.

Carol, however, didn't forget.

Working so closely with Carol this past year, she has shared with me the waiting process as my husband and I have worked to purchase our own home. It has been a long, drawn-out process. Carol has given me a lot of encouragement and has even taken the time to search for bargain homes for my husband and I to look at in our quest for the "perfect" house.

A few days before Christmas, I came to work and found a dollhouse on my desk. Mind you, this was no ordinary dollhouse. It is a two-story home with five rooms and stands about three feet high. It has a fireplace, a stairwell, a patio with a porch and awning and shingled roof. How she got it upstairs and on my desk is beyond me. It covers my whole desk.

Not only is it huge, but every room is meticulously decorated as a conversation piece. One has to see this dollhouse to appreciate all the thought, work and love that Carol put into it. It is full of antiques and every kind of toy character you can imagine – a Cabbage Patch Kid, Pongo from 101 Dalmatians, Lisa Simpson, Aladdin, Harry Potter, Rug Rats, Timon from The Lion King, a character from All Dogs Go to Heaven, and Barbie, to name a few.

Even every season is represented – Thanksgiving, Christmas, Halloween, Valentine's Day and birthdays. This house is complete with figurines representing family, friends, pets, and even a priest standing in the door way blessing the house.

The dollhouse is on display on our file cabinet in our unit for all the staff to enjoy until it is moved to our new home.

Meanwhile, this dollhouse has become quite a conversation piece.

Everyone who sees it is astonished at its contents and the time and effort it took to put this together. They "ooh" and "aah" and stop while passing by. And the childhood memories it stirs up in each person should be written in a book. Everyone finds something to relate to in this house, either personally or through the work they do. "We had that picture of Jesus hanging in our house," one person said. "Hey, the perfect foster home," said someone else. "My child on my caseload would love to live here."

I found out that Carol has created many homes like this for children during her more than 30 years working for the county. She buys them as a kit and puts them together, or finds them at garage sales. She then paints and refurnishes them and then gives them away as gifts. She and her husband Raymond make these homes a family affair, blessing others along the way.

Carol was asked why she gave me such a gift.

"I wanted Sandra to be able to continue her hope that they are going to find that perfect house just right for them, but in the meantime, she can play house and enjoy!" she said. ♦



Sandra Witt, left, and Carol Saar pose with the detailed dollhouse Carol created for Sandra.

Photo by Lee Keller

## American Cancer Society's "Relay for Life"

By Elaine Bailes, Executive Secretary to Supervisor Dennis Hansberger,  
Third District, Board of Supervisors

The American Cancer Society is hosting its 4<sup>th</sup> annual San Bernardino Relay for Life on Saturday, May 5<sup>th</sup> beginning at 8:00 AM to Sunday, May 6<sup>th</sup>, ending at 8 AM. This event will take place at the San Geronio High School's football field. It is a 24-hr. team walk, and families are encouraged to attend. All cancer survivors are encouraged to start off the event by walking a lap around the track. Each team must have a

representative on the track for the 24-hr. period. Tents may be set up on the grass of the field for an overnight stay. Musical entertainment and food and drinks are available throughout the day of the event, although participants may also wish to bring their own snacks and beverages. At 9 PM on Saturday evening, there will be a candlelighting ceremony in memory of those loved ones who have had cancer.

If you are interested in forming a county team or being a part of one, please call Elaine Bailes at (909) 387-4855 or feel free to e-mail her a note. To find out more information on this event, please call Cathy Yousef, Community Services Manager for the American Cancer Society, (909) 683-6415, Ext. 214. ♦

## DEPARTMENT DIGEST

### Agriculture/Weights & Measures

**Look for the Seal** — What do gas stations, candy stores, cement plants, supermarkets and mobile home parks have in common? They're all inspected by the Consumer Protection Division of the Department of Agriculture/Weights and Measures to ensure consumers get what they pay for. The number and type of products sold by weight, volume, area or count is enormous and affects each of us every day.

Working mostly unobtrusively, inspectors visit businesses to determine if the scales and meters used meet accuracy and other requirements. If they do, a "seal" is placed on the device stating the date of inspection and that the device is accurate. While nearly every other county uses a seal bearing the State's emblem and the words "State of California" printed at the top, the Department's seal has the County's traditional arrowhead emblem. This change was made in 1999 in an effort to inform the public of one of the services provided by the County.



Inspectors test a variety of devices from pharmacy scales to truck scales, using weights ranging from 0.0000022 pounds to 1000 pounds. Special handling and maintenance requirements keep the department's weights certified as accurate.

Sometimes referred to as professional shoppers, Denise Crowley and Angela Godwin, inspect stores and manufacturers to verify the quantity statements on a variety of good. They also purchase items undercover when investigating complaints from consumers. Typical complaints involve price disputes where the price scanned exceeds the advertised or shelf price.

At mobile home parks and marinas, John Jackson (electric meters), Steve Matthys (water meters) and Robert Martus (gas meters), inspect the various utility meters and investigate complaints from residents. Assisting on electric meters is Steve Bayless.

These meters are not checked or maintained by the utility companies but the rates and requirements of the Public Utility Codes apply. Many times, the meters are correct, but the indicators were improperly read. Review of billing records and meter readings often resolve the complaints. Since many of the residents in these parks are on fixed incomes or low incomes, the amount saved or recovered can be very important.

In situations where the business has had a prior history of a problem or where the consumer complained to the store's management and they failed to correct the problem before an inspector arrives, the Department can fine the business using an administrative process outside of the Court system.

Last year, the Department levied a total of \$34,340 in fines against 69 businesses.

So next time you are in the market or gas station, look for the "seal."

By John Gardner, Chief Deputy

### Economic & Community Development

**Community Housing Development Organizations** — An important part of our federal HOME Program involves working closely with community-based organizations to encourage public/private partnerships to provide affordable rental housing in the county.

Most often, these non-profit, affordable housing providers direct their activities toward extremely low-income, special-needs households by providing affordable housing for homeless families, large families and appropriate elderly and disabled households. Since inception of the HOME Program in 1992, more than \$2.5 million in HOME Program funds have been loaned to county Community Housing Development Organizations for the construction of new, affordable rental housing units.



### Jobs & Employment Services Department

**Increasing the Workforce** — Congratulations to the staff at the Jobs and Employment Services Department! During the calendar year 2000, we placed 20,175 San Bernardino County residents into jobs. Many of these individuals also received assistance with childcare, training and transportation.

Our staff demonstrates a spirit of "continuous improvement" as evidenced by their sustained efforts to assist all customers who enter our offices.

Various San Bernardino county offices had additional help when JESD placed 100 youth in last year's summer employment program. Fifty of these youth continue in the year round program that includes leadership training, website design, academic subjects, interpersonal skills, and career planning. At a spaghetti dinner, these youth raised \$1850 to purchase over 200 gifts to donate to the HSS Sugar Plum Project.

The JESD Employer Services District focuses on recruiting jobs and maintaining a direct link to area employers. During the week of January 29, they coordinated a Job Fair for soon-to-be unemployed Wards employees. Prior to the fair, Employer Services provided training in writing resumes, interviewing and completing applications.

By Patsy Studdard, Program Specialist

(Continued on page 11)

## DEPARTMENT DIGEST

### Museum *(Continued from page 10)*

**Arithmetricks** — Count on having fun at the San Bernardino County Museum at the new special exhibit, "IBM Presents Arithmetricks: Perfectly Perplexing Puzzles," which runs through May 13 in the Special Exhibits Hall. The exhibit is free with general admission.

The greatest math show on earth brings visitors the most baffling and perplexing math puzzles ever devised. Scratch your head, numb your mind and bust your brain to solve a dozen tabletop puzzles at three levels of difficulty. Arithmetricks is designed in a turn-of-the-century circus setting, with a sideshow of paradoxes and a walk-through maze to add to the fun.



The perfectly perplexing puzzles are designed for ages 9 to adult; "Arithmetots" is a special area in the exhibit with activities for younger children. The exhibit also includes educational computer games that explore math concepts.

Arithmetricks is a particularly timely exhibit for the museum. It addresses core concepts in math, which are critical to the curriculum-based learning on which schools must focus. By presenting these concepts in the context of puzzles and brain teasers, visitors of all ages feel comfortable trying out ideas and having fun together while they increase their comfort level with math concepts like patterns, spatial relationships, logic, and transformations.

The exhibit was created with support from IBM Canada Ltd. and is circulated by SCIENCE WORLD British Columbia, Vancouver, B.C. Canada. The exhibit is sponsored in part by KOLA 99.9 and Adelphia.

The San Bernardino County Museum is at the California Street exit from Interstate 10 in Redlands. The museum is open Tuesdays through Sundays from 9 a.m. to 5 p.m. General admission is \$4 (adult), \$3 (senior or student) and \$2 (child age 5-12). Children under 5 and Museum Association members are admitted free. Parking is free, and the facility is handicapped-accessible. For more information, call the museum at (909) 307-2669, toll-free at 1-888-BIRD EGG (1-888-247-3344), or visit [www.sbccountymuseum.org](http://www.sbccountymuseum.org).

*By Jennifer Reynolds, Marketing/Public Relations*

### Public Health

**Care to HIV/AIDS patients among the best** — The San Bernardino County Department of Public Health provides cutting-edge outpatient medical care for people living with HIV/AIDS at clinics located in San Bernardino, Ontario and Hesperia.

An award from the National Association of Counties (NACO) has recognized the program's excellence. Most telling is the testimony of the 777 patients who use the clinics — a 10 percent increase over the number of patients served last year. Nearly 10 percent of the clinic's patients come from neighboring counties to obtain services. The Department's HIV clinics are entirely grant funded, so there is no local cost.

Services include basic care, such as adult and pediatric medical examination; evaluation and treatment. The clinics also offer tuberculosis screening and treatment, radiology, as well as complex cutting-edge services such as on-site flow cytometry to measure CD4 cell counts, quantitative polymerase chain reaction to measure extra-cellular viral RNA, and HIV phenotyping and genotyping assays.

The clinics emphasize empowerment of patients with enhanced medication education to improve adherence to complex medication regimens, bus passes for those requiring transportation to and from the clinics, referral for biomedical research, and access to California's AIDS Drug Assistance Program.

The clinics also ensure that their patients' broader needs are met, by providing psychosocial evaluation and counseling. The program also offers nutritional assessment and counseling, WIC (Women, Infants and Children) food vouchers, substance abuse counseling, referral, and treatment.

*By James Woodward, Department of Public Health*

### Regional Parks

**The Santa Ana River Trail** — The Trail Section of Regional Parks is currently working on the design and construction of the Santa Ana River Trail (SART). When it is completed, this trail will be more than 100 miles in length and travel from the "Crest" (San Bernardino National Forest) to the "Coast" (Huntington Beach). Approximately 18 miles of the SART will be under the jurisdiction of San Bernardino County and will serve as the backbone trail for numerous local trail connections.

This county section of the SART will be a multi-use corridor consisting of a paved bikeway and natural surface for pedestrian and equestrian use. To date, Phase I—3.3 miles from the Riverside County/San Bernardino County Line to La Cadena Dr. has been designed and construction funds are being sought. Phase II—3.5 miles from La Cadena Dr. to Waterman Ave. has received funding for design and construction. Phase III—4.5 miles from Waterman Ave. to Alabama St. has been submitted for funding.

*By Beverly Pickens, Secretary*

### Sheriff

**Operation CleanSWEEP: The School Safety Program That Earned an A+** — In San Bernardino County, an innovative program has shown itself to be especially successful in reducing crime on campus in recent years: a triple partnership program that includes the San Bernardino County Superintendent of Schools Office, the San Bernardino County Sheriff's Department, and the County court system. That program is Operation CleanSWEEP (SWEEP stands for Success With Education/Enforcement Partnership).

CleanSWEEP takes a "carrot and stick" approach to the issue: students who violate certain criminal codes on campus are treated to a combination of retributive and rehabilitative measures — that is to say, they are both punished and given appropriate counselling to help them avoid problem behavior in the future.



*(Continued on page 12)*

## DEPARTMENT DIGEST

### Sheriff *(Continued from page 11)*

Schools implementing Operation CleanSWEEP have seen a drop in their suspensions and expulsions, according to the County Superintendent's School-Linked Programs and Partnerships Office. On fully-participating CleanSWEEP campuses, calls for service to local Sheriff's stations dropped 12-34% in the first year, meaning fewer crimes being committed by students.

But that is only one-third of the success story. Operation CleanSWEEP is also made up of two other components: a Security Assessment that inspects schools for safety-related problems, and a Speaker's Bureau that provides participating campuses with presentations, demonstrations, and guest speakers.

Operation CleanSWEEP also offers to all its schools a Crisis Management Plan. This helps schools prepare for just about any emergency situation one can imagine: a suspect with a gun on campus, student with hostages, potentially violent parents on campus, bomb threats, anthrax scares, suicidal students, etc.

In addition, we provide exciting and realistic Mock Hostage Scenarios, in which a simulated takeover of a campus is staged,

so that both the school administration and the Department's SWAT personnel can prepare for the worst. CleanSWEEP staged one of these exercises the very day before the Columbine High School tragedy.

For more information, call 909-387-3700.

By Gary S. Penrod, Sheriff

### Treasurer/Tax-Collector

**Annual Auction** — The San Bernardino County Treasurer-Tax Collector's office held the annual auction of tax-defaulted properties on March 5 & 6, 2001 at the National Orange Show. Over 2,500 commercial, residential and unimproved properties were offered for auction. Nearly 500 of the properties were purchased for an estimated \$3.9 million, an increase of \$1.8 million from last year's auction.



By Neil Derry, Special Projects Coordinator

## EMPLOYEE SERVICES AND PROGRAMS

**Human Resources** provides the following services for the benefit of county employees:

● **EHaP (EMPLOYEE HEALTH & PRODUCTIVITY) PROGRAM** is a County benefit provided to help you stay well and maintain a healthy lifestyle. There are three main components of the EHaP Program: **Nurse Care Coordination, Modified Duty, and Wellness.** The EHaP team also works in coordination with a variety of County departments to ensure the health and well being of our employee population. For information or assistance with any portion of the EHaP Program, please contact (877) 766-1828.

**Nurse Care Coordinators** are registered nurses contracted with the County who can assist with health and wellness issues affecting you or your family. These professional services are free of charge and include securing a timely referral to a physician, health education, information about a condition or treatment, access to resources, facilitation of the medical aspects of a work comp claim, ergonomic assessments and education, or just a sounding board for your concerns. The Nurse Care Coordinator calls when you have a work-related injury or on day four of an absence that is a non-occupational illness or injury. The Care Coordinator can also assist at your direct request. For work-related injuries, the Care Coordinator is the assigned medical case manager – this is not voluntary. For non-work related injuries/illnesses, there is no obligation to work with a Care Coordinator although should you initially elect not to take advantage of their professional services, you can later call and "self-refer" to the Care Coordinator. Non-work related illnesses/injuries are held to the highest level of confidentiality by the Care Coordinators.

**Modified Duty Coordinators** assist in providing temporary modified duty assignments when an employee is returned to work with temporary restrictions due to an injury/illness. Modified duty is a mandatory program for work-related injuries, and voluntary for non-occupational injuries/illnesses. The Modified Duty Coordinators work closely with the employee, department, treating physician, Nurse Care Coordinators, Risk Management, Center for Employee Health and Wellness, and any other parties to facilitate timely and appropriate return to work, and to ensure progression back to full duty.

The **Wellness Program, Lifestyles at Work**, identifies, prevents, reduces and eliminates health risks through education and encouragement of health-wise lifestyles. A formalized walking program, blood pressure screenings, flu shot clinics, Employee Assistance Program (EAP), reduced gym memberships, and educational seminars are some of the many wellness initiatives available to employees.

● **RISK MANAGEMENT/LOSS PREVENTION** — During the month of February, the OSHA Log 200 should be posted at your work site. The OSHA Log 200 shows the injuries and illnesses associated with each County location. All employees are welcome to inspect the Log for it is intended to show how the County is performing in the area of workplace safety.

*(Continued on page 16)*

## THE COUNTY FAMILY

Let's face it. We're here five days a week – 40 hours per week, 248 days a year, less vacation time. We spend more time with our co-workers than we do with our families. But, it is out of this time we spend together that friendships are developed and ever-lasting ties are formed. In essence, you become part of the "county family", and if you stay around long enough, they become part of your family. We are part of each other's lives, and share everything from births to death and all the wonderful things in between. There are the endless candy sales and fund raisers; social gatherings and celebrations. We see each other's children grow up into young adults, we share recipes as easily as we confide our deepest secrets to one another.

People come in and out of our lives, others leave footprints in our hearts. Whatever the case may be, we are there for each other and we want to remember those we have come to know, love, appreciate and respect. "The County Family", celebrates the milestones and accomplishments friends and co-workers have achieved, to the passing of those who are no longer with us. This is who we are...

### Moving On . . .

DECEMBER 2000					
NAME	DEPARTMENT	RETIRED	NAME	DEPARTMENT	RETIRED
Haskins, Debra	Superior Court	12/19/00	Plumb, Patricia	Risk Management	12/29/00
Housely, Geraldine	Human Services System	12/30/00	Savage, Janet	Sheriff	12/04/00
Majors, Lynn	Human Services System	12/21/00	Stengel, Kenneth	District Attorney	12/31/00

JANUARY 2001					
NAME	DEPARTMENT	RETIRED	NAME	DEPARTMENT	RETIRED
Alexander, Emma	Public Health	01/28/01	Knight, Stanley	Sheriff	01/13/01
Carey, Barbara	ARMC	01/13/01	Luckey, John	Probation	01/27/01
Couvea, Gary	ARMC	01/22/01	Marks, Lynda	Sheriff	01/27/01
Danna, Phillip	Sheriff	01/27/01	Miller, Billy	Human Services System	01/13/01
Decker, Michael	Aging & Adult Services	01/27/01	Miller, Sandra	Public Health	01/27/01
DeCourten, Michele	Behavioral Health	01/27/01	O'Brien, Constance	Human Services System	01/27/01
Downer, Jerry	EHS	01/13/01	Paz, Susan	Human Services System	01/27/01
Estrada, Patricia	Assessor	01/13/01	Ruiz, Jane	Aging & Adult Services	01/13/01
Hamill, Eunic	Human Services System	01/27/01	Smedley, Nancy	Sheriff	01/27/01
Harris, Lorraine	Public Defender	01/13/01	Sproat, Earlene	Clerk of the Board	01/13/01
Hoffman, Mary	ARMC	01/27/01	Whiteside, Carol	Human Services System	01/27/01
Houck, Karon	Sheriff	01/24/01	Wray, Loyal	ARMC	01/27/01
Igo, Alan	Public Services Group	01/13/01			

FEBRUARY 2001					
NAME	DEPARTMENT	RETIRED	NAME	DEPARTMENT	RETIRED
Andrews, Ivett	Probation	02/16/01	Hinkle, Coby	Clerk of the Board	02/24/01
Avila, Joe	Public Services Group	02/10/01	Johnson, Ralph	Sheriff	02/10/01
Birch, Michael	Assessor	02/05/01	Kent, Gricelda	ARMC	02/23/01
Briggs, William	ARMC	02/24/01	Knox, Peggy	Human Resources	02/24/01
Brodgon, Argie	Facilities Management	02/24/01	Lightfoot, Glenn	Sheriff	02/24/01
Campbell, Lois	District Attorney	02/10/01	Macias, Dora	Human Services System	02/24/01
Candelaria, Jorge	Facilities Management	02/24/01	Mandigo, Sherffy	Probation	02/24/01
Contreras, Janet	Human Services System	02/24/01	Marquez, Frances	Human Services System	02/24/01
Deaton, Gary	Sheriff	02/10/01	Moore, Roscoe	Sheriff	02/24/01
Dye, Lecil	Facilities Management	02/24/01	Raymundo, F.L.	Public Health	02/01/01
Espino, Hecktor	Transportation/Flood	02/10/01	Riddell, Lois	Human Services System	02/10/01
Gallardo, Isabel	Human Services System	02/03/01	Stevens, Shirley	ARMC	02/24/01
Gamboa, Steven	Trial Courts	02/24/01	Waitman, Venita Rae	Probation	02/24/01
Hernandez, David	Human Services System	02/24/01			

(Continued on page 14)

## Moving On . . . (Continued from page 13)

MARCH 2001					
NAME	DEPARTMENT	RETIRED	NAME	DEPARTMENT	RETIRED
Allison, Nola	Probation	03/31/01	Howell, Darline	Probation	03/31/01
Atkinson, Darthea	Human Services System	03/31/01	Ili, Giovanni	Public Services Group	03/31/01
Ball, Martha	Board Governed Fire	03/31/01	Katzman, Louis	Superior Court	03/24/01
Barnes, William	Public Services Group	03/24/01	King, Irene	Public Health	03/31/01
Bocanegra, Gloria	Waste Systems	03/24/01	Kingston, Margaret	Sheriff	03/24/01
Borkowski, Elanor	ARMC	03/31/01	Mason, Jaye	Human Services System	03/31/01
Bowse, Carolyn	County Library	03/10/01	McCaslin, Patricia	County Fire	03/24/01
Brothers, Glen	Public Services Group	03/24/01	Moore, Rosco	Sheriff	03/24/01
Cain, Al	Facilities management	03/24/01	Murray, Jody	Human Services System	03/31/01
Cogan, Myrna	Human Resources	03/31/01	Ornelas, Henry	Registrar of Voters	03/10/01
Daniels, William	Facilities Management	03/24/01	Schlunt, Betty	ARMC	03/24/01
Day, John	Probation	03/24/01	Schroeder, Robert	Fire Department	03/24/01
Driver, Teresa	Human Services System	03/31/01	Smith, Laura	Human Services System	03/24/01
Duckworth, Willie	Transportation/Flood	03/24/01	Stern, Neil	Human Services System	03/31/01
Fields, Donald	General Services Group	03/24/01	Torres, Sera	JESD	03/10/01
Foerch, Patricia	Human Services System	03/24/01	Valdez, John	Vehicle Services	03/31/01
Gray, Anthony	Public Services Group	03/31/01	Van Ness, Michael	Behavioral Health	03/21/01
Greswit, Chalice	ARMC	03/24/01	Wallace, Raymond	Public Defender	03/24/01
Gutierrez, Bruno	Land Use Services	03/31/01	Ward, Janet	District Attorney	03/24/01
Hanson, Walter	Sheriff	03/24/01	Wentworth, Albert	Public Services Group	03/24/01
Harmelink, Robert	Probation	03/24/01	Wolf, Fred	Public Services Group	03/24/01
Hooker, Richard	District Attorney	03/24/01	Ycu, Aurora	Human Services system	03/31/01
Hoops, Ruth	Human Resources	03/10/01			

## SERVICE PIN AWARDS

### 35 Years - 3rd Quarter

**Ronald G. Bailey**  
Engineering Technician IV  
Department of Public Works

**David C. Karstetter**  
Probation Officer III  
Probation

**Peter Lounsbury**  
Agricultural Standards Officer IV  
Agriculture/Weights & Measures

### 30 Years - 3rd Quarter

**Glen F. Brothers**  
Equipment Operator II  
Department of Public Works

**John T. Burrows**  
Public Works Engineer III  
Department of Public Works

**James M. Fisher**  
Mtn & Construction Supervisor  
Department of Public Works

**Richard J. Olson**  
Engineering Technician IV  
Department of Public Works

**Kathy Thomas**  
Mental Health Head Nurse  
Behavioral Health

**John H. Trumbull**  
Sheriff's Captain  
Sheriff's Department

**John D. Watterson**  
Deputy District Attorney IV  
District Attorney

**Delvin J. Wiedeman**  
Sheriff's Sergeant  
Sheriff's Department

### 30 Years - 4th Quarter

**Patricia A. Gann**  
Secretary I  
ARMC

**Louis O. Glazier**  
Superior Court Judge  
Superior Courts

**Linda A. Hutchinson**  
Probation Officer II  
Probation

**Wesley A. Krause**  
Division Director II  
Probation

**Gilbert A. Martinez**  
Probation Officer II  
Probation

**Edward A. Obrien**  
Sheriff Systems Dev. Team Leader  
Sheriff's Department

**Lynda Rowe**  
Fiscal Clerk II  
ARMC

**Deborah J. Simpkins**  
TAD Training Instructor  
Human Services System

**Baxter Williams**  
Deputy Director  
Economic & Community Dev.

### 25 Years - 3rd Quarter

**Camilla D. Andrews**  
Staff Analyst II  
District Attorney

**Gary R. Barrington**  
Sup. Laboratory Technician  
ARMC

**Kathleen Campbell**  
Parks & Rec. Superintendent  
Special Districts/Big Bear

**John M. Hagen**  
Sheriff's Sergeant  
Sheriff Department

**Nancy G. Holt**  
Deputy Sheriff II  
Sheriff Department

**Samuel D. Hudspeth**  
Bio Medical Electronic Tech III  
ARMC

(Continued on page 15)

**Service Pins** *(Continued from page 14)*

**Alan J. Hutton**  
Supervising Probation Officer  
Probation

**Deborah Pierce**  
Sup. Laboratory Technologist  
ARMC

**Art Richardson**  
Staff Analyst II  
Purchasing

**Denicio Whittaker**  
Information Svcs Division Chief  
Information Services Department

**25 Years - 4th Quarter**

**Suvella Bunch**  
Public Information Clerk  
ARMC

**Gloria G. Carbajal**  
In-Home Service Assistant  
Human Services Systems

**James H. Duncan**  
Agricultural/Standards Officer IV  
Agriculture/Weights & Measures

**Kathleen L. Robles**  
Econ & Community Specialist I  
Economic & Community Dev.

**Martin L. Tilman**  
Storekeeper III  
Purchasing

**20 Years - 3rd Quarter**

**Albert C. Angeli**  
Assistant Park Superintendent  
Regional Parks

**Richard Bronstrup**  
Public Works Engineer III  
Department of Public Works

**Debra D. Deards**  
Program Specialist I  
Human Services System

**Karen Enderson**  
Court Services Manager  
Superior Courts

**Alan L. Foreman**  
Deputy Sheriff III  
Sheriff Department

**Gail A. Fraser**  
Staff Analyst I  
Human Services System

**Donald J. Gardner**  
Deputy Sheriff II  
Sheriff's Department

**Patricia Guillen-Bautista**  
Supervising Collections Officer  
Central Collections

**Diana Haggard**  
Clinic Assistant  
ARMC

**William J. Haggard**  
Appeals Specialist  
Human Services System

**Robert M. Hards**  
Deputy Sheriff III  
Sheriff Department

**Jean E. Hargrove**  
Employment Services Specialist  
JESD

**Gary Hewitt**  
Programmer Analyst III  
Information Svcs Department

**Leslie Karhuse**  
Laboratory Technologist II  
ARMC

**Karen L. Kay**  
Child Support Comp Officer  
Child Support Services

**Colleen A. Krygier**  
Sup H.S.S. Program Specialist  
Human Services System

**John B. Lawrence**  
Deputy Sheriff II  
Sheriff Department

**Terry G. Majors**  
Deputy Sheriff II  
Sheriff's Department

**Michael D. Martinez**  
Deputy District Attorney IV  
District Attorney

**Bryce M. Mibeck**  
Deputy Sheriff III  
Sheriff's Department

**John Mesa**  
Custodian I  
Facilities Management

**Patricia Murphy**  
Registered Nurse II  
Public Health

**John M. Nuss**  
Deputy Sheriff III  
Sheriff Department

**Gilbert Rocha**  
Register Nurse II  
ARMC

**Betty Schlunt**  
Laboratory Technologist II  
ARMC

**Michael Schultz**  
Eligibility Worker II  
Human Services System

**Beth Shamburg**  
Personnel Service Supervisor I  
ARMC

**Victor A. Vallicella**  
Deputy Sheriff I  
Sheriff Department

**Connie F. Vojkufka**  
Airport Manager  
Airport Department

**Thomas A. Watson**  
Deputy Sheriff III  
Sheriff's Department

**Donna A. Young**  
Secretary II  
Public Health

**20 Years - 4th Quarter**

**Anita C. Blake**  
Social Service Practitioner  
Human Services System

**Sandy Bocanegra**  
Public Information Clerk  
ARMC

**Lisa G. Brazfield**  
Secretary I  
ARMC

**Cynthia Cureton**  
Deputy Public Guardian  
Public Administrator/Coroner

**Marie Cushenberry**  
Nursing Attendant  
ARMC

**Frank Gonzales**  
Sheriff's Sergeant  
Sheriff Department

**Edward S. Hibbard**  
Associate Hospital Administrator  
ARMC

**Corles A. James**  
Fiscal Clerk I  
Public Health

**Marceline Johnson**  
Physical Therapy Aide  
Public Health

**Donald T. Jones**  
Deputy Sheriff Criminalist II  
Sheriff's Department

**Deborah M. Lerma**  
Mental Health Specialist  
Department of Behavioral Health

**Marjorie Mack**  
Public Information Clerk  
Superior Courts

**Rob Miller**  
Env Health Specialist III  
Public Health

**Anthony M. Mistretta**  
Code Enforcement Officer II  
Land Use Services Department

**Roderic J. Moers**  
Supervising Social Service  
Practitioner  
Human Services System

**Thomas W. Neely**  
Sheriff Lieutenant  
Sheriff's Department

**Christine Owens**  
Supervising Probation Officer  
Probation

**Ann Rice**  
Registered Nurse II  
Human Services System

**Patricia L. Robison**  
Title Transfer Technician I  
Assessor

**Angelica Rojas-Castro**  
Board of Sup Exec Secretary  
Board of Supervisors

**Carolyn Rubio**  
Legal Procedures Clerk III  
Superior Courts

**Gi Schultz**  
Secretary I  
Sheriff's Department

*(Continued on page 16)*



## Service Pins *(Continued from page 15)*

**Anthony Slusser**  
Laboratory Technologist II  
ARMC

**Jeffery R. Terkeurst**  
Automated Systems Analyst II  
Auditor Controller

**Johanna M. Waller**  
Eligibility Worker II  
Human Services System

**Julianne B. Strain**  
Executive Secretary II  
Architecture & Engineering

**Lidwina Tinker**  
Eligibility Worker II  
Human Services System

**John C. Weston**  
Sheriff's Sergeant  
Sheriff's Department

**Marge Stringer**  
Mental Health Nurse II  
ARMC

**Jack L. Trotter**  
Sheriff's Sergeant  
Sheriff Department

**Robert Wheeler**  
Eligibility Worker III  
Human Services System



## Employee Services and Programs *(Continued from page 12)*

The OSHA Log 200 will be posted at your facility until March 15, 2001. If you have any questions regarding the OSHA Log 200, please contact your supervisor.

● The **CENTER FOR EMPLOYEE HEALTH AND WELLNESS** (Center) is pleased to welcome three new providers to their medical team. Dr. Jia Li, MD, MPH., MS, Board Certified Occupational Medicine Physician, Frank J. Abril, PA-C, Physician Assistant, and Sandra Spiedel, NP, Nurse Practitioner II. The Center is a fully-operational occupational medicine clinic that provides routine physical examinations and medical treatment for work-related illness and injury.

If you experience a work-related illness or injury, you are invited to seek medical care at the Center. All you need to do is walk in with your completed Medical Service Order (provided by your supervisor). We are open from 8:00 a.m. to 4:00 p.m. for medical care. You can reach the Center at phone number (909) 386-5150. Do not hesitate to give us a call.

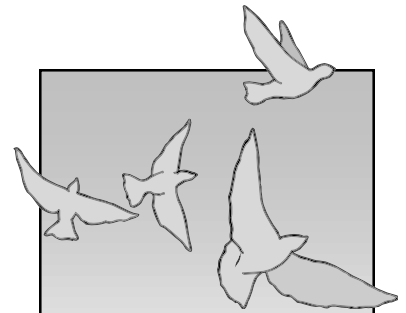


● **COMMUTER SERVICES** — Survey Time Again! The annual AVR/Transportation Survey is scheduled for May 21-27. The primary purpose of the survey is to collect information about employee commutes for a mandatory report to the South Coast Air Quality Management District. However, the information is also used for transportation planning and to prepare individual RideGuides for employees who express an interest in ridesharing. (All personal information collected in the survey is kept confidential.) The information you provide is important regardless of how you commute to work. We sincerely appreciate the effort each one of you takes to make the survey complete and accurate.

● **SUGGESTION AWARDS** — Got Ideas? One bright idea could be worth up to \$5,000! The Board of Supervisors recognizes that dedicated County employees often see ways to improve how things are done. That's why the Suggestion Award Program was created. If your original idea is implemented and saves money, you could earn an award of ten percent of the annual savings up to a maximum of \$5,000. If your idea's benefits can't be measured financially, you could still receive an Intangible Award of up to \$1,000. Applications are available in the County telephone directory, and on the intranet at <http://countyline/suggestionawards>.

**Economic & Community Development** makes the following program available:

**Helping County Employees Buy Their First Home** — The county uses a portion of its Home Investment Partnership Program funds to provide down payment and closing cost assistance to low- and moderate-income households. In addition to down payment funds, "gap" assistance to make up the difference between the market value of the property and the price that is affordable to the purchaser will be provided. This program is available to county employees. For more information, please contact Karen Mogul at 388-0900. ♦



## *In Our Memories*

**Ken Kaz**  
Waste Systems Division  
January 29, 2001

**Linda Usselton**  
County Administrative Office  
March 9, 2001

**John Pomierski**  
Vehicle Services  
March 15, 2001

**Bill Bloomingdale**  
Sheriff's Department  
April 4, 2001

**Edward Ciabattini**  
County Administrative Office  
April 13, 2001